

Strengths & Leadership

The complete collection of all resources around Gallup CliftonStrengths®, talents, and strengths-based leadership

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The 34 CliftonStrengths® Talent Themes: The Complete Guide



Every person is unique – and that is exactly what makes us strong. But do you really know what your greatest talents are? The CliftonStrengths® Assessment by Gallup, formerly known as StrengthsFinder, is one of the most widely used tools worldwide for identifying individual strengths.

Over 30 million people have already completed it. In this comprehensive guide, we introduce you to all 34 talent themes in detail – and show you how to use these insights effectively in coaching.

The Four Domains of CliftonStrengths®

The 34 talent themes are grouped into four domains that describe how people make their contribution:

- **Durchführung (Executing):** Menschen mit starken Durchführungsthemen wissen, wie Dinge erledigt werden. Sie setzen Ideen in die Tat um und arbeiten unermüdlich an der Realisierung von Zielen.
- **Einflussnahme (Influencing):** Diese Themen beschreiben Menschen, die andere überzeugen, motivieren und die Initiative ergreifen. Sie sorgen dafür, dass die Stimme des Teams gehört wird.
- **Beziehungsaufbau (Relationship Building):** Menschen mit diesen Themen sind der Klebstoff, der Teams zusammenhält. Sie bauen starke Beziehungen auf und fördern Zusammenarbeit.

- **Strategisches Denken (Strategic Thinking):** Diese Themen beschreiben Menschen, die Informationen aufnehmen, analysieren und bessere Entscheidungen ermöglichen.

Domain 1: Executing

These nine talent themes drive implementation. People with strong executing themes are the "doers" – they turn visions into tangible results.

1. Achiever®

People with the Achiever theme have a relentless inner drive. Every day starts at zero – they need the feeling of having accomplished something to consider the day a success. They are productive, hardworking, and have tremendous stamina.

Coaching-Tipp: Achten Sie darauf, dass Ihr Antrieb nicht zum Selbstzweck wird. Definieren Sie bewusst, welche Aufgaben wirklich wichtig sind – nicht nur viel, sondern das Richtige zu tun, macht den Unterschied.

2. Arranger®

Arrangers are masters of complexity. They can juggle many variables simultaneously and intuitively find the best configuration of resources and people. When plans change, they adapt immediately.

3. Belief®

People with Belief have strong core values that give their lives direction and meaning. They are motivated by a deeper mission and want their work to make a difference.

4. Consistency®

People with Consistency place the highest value on fairness and clear rules. They want everyone to be treated equally and processes to be transparent and predictable.

5. Deliberative®

People with the Deliberative theme proceed with caution. They anticipate risks, weigh options carefully, and make well-considered decisions. They are not obstacles – they are the team's safety net.

6. Discipline®

People with Discipline create order and structure in a chaotic world. They plan ahead, establish routines, and feel comfortable when everything has its designated place.

7. Focus®

People with Focus can set a direction, follow through, and make the necessary corrections to stay on track. They instinctively prioritize and filter out the unimportant. Efficiency is their standard.

8. Responsibility®

People with Responsibility take their commitments very seriously. When they say yes, they mean it. They feel emotionally bound to what they have promised.

9. Restorative®

People with Restorative love to solve problems. They analyze symptoms, identify the root cause, and find a solution. The feeling of having "fixed" something gives them energy.

Domain 2: Influencing

These eight talent themes help people persuade, inspire, and move others to action.

10. Activator®

People with Activator make things happen by turning thoughts into action. "When can we start?" is their favorite question. They know that action is the best device for learning.

11. Command®

People with Command have presence. They do not shy away from confrontation and can make clear decisions in difficult situations. They take charge when necessary.

12. Communication®

People with Communication are born storytellers. They find the right words to bring ideas to life and can present complex topics in an understandable and engaging way.

13. Competition®

People with Competition compare themselves to others and strive to be the best. Competition is their fuel – winning feels existential.

14. Self-Assurance®

People with Self-Assurance trust their own judgment. They have an inner compass that gives them certainty – independent of external validation.

15. Significance®

People with Significance want to leave a lasting impression. They strive for recognition and want to be known for something important. Mediocrity is their greatest fear.

16. Woo®

Woo stands for "Winning Others Over." People with this talent love meeting new people and winning them over. Strangers are simply friends they haven't met yet.

17. Maximizer®

People with Maximizer focus on strengths. They see the potential in themselves and others and want to bring it to full fruition. They transform something strong into something superb.

Domain 3: Relationship Building

These nine talent themes describe how people build and nurture relationships. They are the "glue" that holds teams together.

18. Adaptability®

People with Adaptability live in the moment. They let the demands of the moment guide them and are flexible in their plans. They are the calm in the storm.

19. Connectedness®

People with Connectedness believe in the unity of all life. They see the connection between everything and everyone and are convinced that everything happens for a reason.

20. Empathie (Empathy®)

Menschen mit Empathie können die Gefühle anderer nachempfinden. Sie spüren Stimmungen und Emotionen, auch wenn diese nicht ausgesprochen werden. Sie sind die emotionalen Antennen des Teams.

21. Harmony®

People with Harmony look for consensus and avoid conflict. They find common ground and want everyone to get along well. They are the peacemakers on the team.

22. Includer®

People with Includer want no one to feel left out. They ensure that everyone has a voice and can participate in what is happening. They are the bridge builders on the team.

23. Individualization®

People with Individualization are intrigued by the unique qualities of each person. They recognize and appreciate the distinctiveness, talents, and needs of every individual.

24. Positivity®

People with Positivity have a contagious enthusiasm. They are upbeat, always find the silver lining, and can carry others along with their energy.

25. Developer®

People with the Developer talent see the potential in others. They invest time and energy to help others grow and celebrate every sign of progress.

26. Relator®

People with Relator value deep relationships. They enjoy working closely with people they know well and build on trust and authenticity.

Domain 4: Strategic Thinking

These eight talent themes describe people who absorb and analyze information to enable better decisions.

27. Analytical®

People with Analytical talent search for reasons and causes. They demand proof and examine whether claims hold up. They bring objectivity to discussions.

28. Context®

People with Context look to the past to understand the present. They search for historical background to make well-informed decisions for the future.

29. Futuristic®

People with Futuristic are fascinated by what could be. They inspire others with their visions of a better future.

30. Ideation®

People with Ideation are fascinated by concepts. They find connections between seemingly disparate phenomena and bring a fresh perspective to stagnant situations.

31. Input®

People with Input are collectors. They collect information, ideas, tools, or relationships. They have broad knowledge and can often help out with the right information.

32. Intellection®

People with Intellection love to think. They are introspective and appreciate intellectual discussions. They need time to reflect before they act.

33. Learner®

People with Learner love the process of learning. The journey from ignorance to competence motivates them more than the end result. They are always searching for new knowledge.

34. Strategic®

People with Strategic can see patterns in the chaos and find alternative ways forward. They play out different scenarios and instinctively find the best path to the goal.

[Read the complete guide](#)

The 4 Domains of CliftonStrengths®



Imagine an orchestra: The strings alone sound wonderful – but without brass, percussion, and woodwinds, the sound lacks depth, power, and variety. The same is true for teams and organizations.

Gallup has grouped the 34 CliftonStrengths® talent themes into four domains that together cover the full spectrum of human performance. No single person needs to be strong in all four domains. But every high-performing team needs representatives from all four domains.

Why balance across domains is crucial

Gallup research shows:

- Teams mit einseitiger Domänen-Verteilung haben **36% niedrigeres Engagement**
- Teams mit ausgewogener Verteilung über alle vier Domänen zeigen **21% höhere Produktivität**
- Die besten Führungsteams haben **mindestens zwei Personen pro Domäne**

Recognizing domain imbalance

Fehlende Domäne	Typische Symptome
Executing missing	Many ideas, little implementation. Endless meetings without results.

Influencing missing	Good work that nobody knows about. Weak stakeholder communication.
Relationship Building missing	High turnover, silo mentality, lack of trust.
Strategic Thinking missing	Actionism without direction. Operational frenzy instead of strategic clarity.

Domains in Leadership

Eine der mächtigsten Anwendungen des Domänen-Modells ist die Analyse von Führungsteams. Gallup's Studie „Strengths Based Leadership“ zeigt, dass die effektivsten Leader ihre eigene dominante Domäne kennen, Lücken erkennen und komplementäre Talente einbinden.

Executing-Leader führen durch Vorbild und Produktivität. Ihr Motto: „Folge mir – ich zeige dir, wie es geht.“

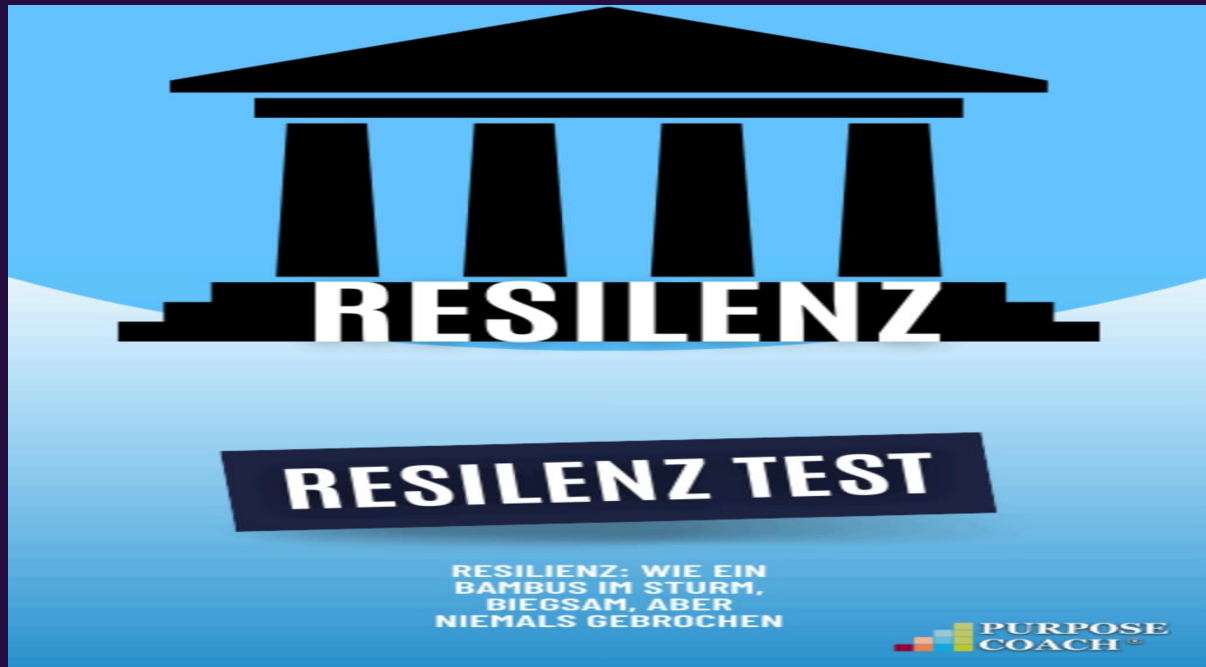
Influencing-Leader führen durch Vision und Inspiration. Ihr Motto: „Stellt euch vor, was möglich ist!“

Relationship-Building-Leader führen durch Verbindung und Vertrauen. Ihr Motto: „Wir schaffen das gemeinsam.“

Strategic-Thinking-Leader führen durch Klarheit und Weitsicht. Ihr Motto: „Lasst mich die Daten anschauen – dann entscheiden wir.“

[Read the domains article](#)

Resilience Training for Leaders – The Leadership Guide



In today's constantly changing work environment, resilience is not an optional wellness topic, but a strategic leadership competency. In the face of constant change, hybrid work, and permanent pressure of expectations, leaders must bear responsibility for people, results, and culture.

Why Leadership Resilience is Crucial

Studies show that resilient leaders make better decisions under pressure, guide teams more stably through changes, and are less often affected by burnout. Furthermore, leadership resilience has a positive effect on the entire team by fostering a culture of psychological safety that strengthens engagement, innovation, and retention.

The 6 Pillars of Leadership Resilience Training

1. Self-Awareness and Strengths Consciousness

Resilience begins with self-knowledge. The Gallup CliftonStrengths® Assessment helps leaders identify their top talents. Strengths-based leadership leads to higher energy and life satisfaction.

2. Emotion Regulation Under Pressure

Practical exercises like box breathing (4-4-4-4), the 90-second rule, and cognitive reappraisal help regulate emotions and reduce stress hormones.

3. Anchoring Meaning and Purpose

A clear sense of meaning makes you more resilient. Leaders should connect their actions to a larger "why." The Purpose Leadership Compass serves as an anchor in stormy times.

4. Creating Psychological Safety in the Team

Resilient leaders build resilient teams. Teams with high psychological safety learn faster, make fewer mistakes, and are more innovative.

5. Energy and Recovery Management

Conscious regeneration is essential for high-performance leadership. This includes fixed sleep times, block-free times, and regular movement (Strategic Renewal).

6. Social Connection and Sparring

Loneliness is a resilience killer. Building a network of trusted peers, an executive coach, and mentors is crucial for sustainable leadership.

[Read the resilience guide](#)

STRENGTHS DEVELOPMENT · 8 MIN.

Strengths Breakthrough Coaching in 90 Days



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You know CliftonStrengths® – but don't know how to really use your results in everyday life? The Strengths Masterclass is the compact online course for people who want to understand their top strengths, use them, and let them impact their career, leadership, and relationships in 6 months.

Who the Masterclass is made for

Most people who have taken CliftonStrengths® leave 80% of the potential untapped. The report stays in the drawer after two weeks – not out of disinterest, but because the translation into everyday life is missing. The Masterclass closes exactly this gap.

What you will learn in 6 months

The Masterclass is structured into six compact modules. You can work through them at your own pace – one module per month is the recommended rhythm, but everything remains available for life.

Module 1: Foundations of Strengths Psychology

You understand what distinguishes talents from strengths and how the 34 themes connect across the four domains.

Module 2: Deep Dive into Your Top Strengths

You learn how to read your report correctly – including the "shadows" of each strength (e.g., Responsibility can lead to overload).

Module 3: Activating Strengths in Everyday Work

You apply your strengths to real work situations: meetings, projects, decisions, conflicts.

Module 4: Managing Weaknesses Smartly

Focusing on strengths does not mean ignoring weaknesses. You learn the Gallup strategies: complementary partners, support systems, acceptance, letting go.

Module 5: Strengths in Relationships & Team

You recognize how your strengths affect others and how you can work more productively with people of different talent profiles.

Module 6: From Knowledge to Routine

You build a personal 90-day plan: daily micro-routines, weekly reflections, clear goals.

Scientific Background

The course is based on Gallup's CliftonStrengths® data (over 30 million respondents worldwide) and insights from Positive Psychology. Studies show that people who use their strengths daily report a high quality of life three times more often and are six times more likely to be engaged in their jobs (Gallup, 2023).

To the Strengths Masterclass

Inspiration on the Go

Affordable audiobooks on strengths, talents, and coaching from PurposeCoach® on Spotify, Apple Books, Google Play, Kobo, and OverDrive. The audiobooks combine scientifically sound insights from Positive Psychology, the CliftonStrengths® approach, and modern leadership research.



Innere Stärke - Dein Weg zur Bestform

47 min · Philipp Fuchs

Discover your personal strengths and live your full potential. Your personal guide on the path to a more fulfilling and successful life – based on Positive Psychology and the CliftonStrengths® approach.

■ Auf Spotify hören

■ Auf Apple Audiobooks hören



Stärkenorientiert führen – Fluktuation stoppen

1h 05min · Philipp Fuchs

Sustainable employee retention & corporate success through strengths-based leadership and personnel development. For leaders who develop teams with CliftonStrengths® and Profilingvalues.

■ Auf Spotify hören

■ Auf Apple Audiobooks hören

Ready for your Strengths Breakthrough?

Discover your true talents, develop your strengths, and find your purpose.

Book a Free 30-Min Consultation

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